



WILLIAMSON COUNTY GOVERNMENT

Continuing Medical Benefits at Retirement

Williamson County and the Board of Education employees, **with a hire date prior to July 1, 2009**, are able to continue medical, dental, prescription, vision and life benefits at retirement if they meet eligibility requirements. **Employees with a hire date of July 1, 2009 or after will have no continuation of benefits at retirement.**

Eligibility Requirements

To be eligible for continuation of retiree medical, dental, prescription, vision and life benefits the following must apply:

1. Employee must have a hire date prior to July 1, 2009.
2. Employee and/or dependents coverage must have been in effect a minimum of one (1) year prior to retirement.
3. Employee must have 10 continuous years of full-time service with Williamson County Government or the Board of Education and be age 55 on his/her date of retirement (or) the Employee must have 30 continuous years of full-time service with Williamson County Government or the Board of Education and will be allowed continuation of coverage at retirement regardless of age. Leave of absences that occur during this period will be handled in accordance with state and federal laws.

It should be noted that meeting the requirements for pension benefits under the Tennessee Consolidated Retirement System does not ensure eligibility for a continuation of medical benefits for retired employees of Williamson County Government or the Board of Education.

Should the wording or lack of wording in this policy lead to conflict or disagreement, decisions by the Benefits Department will be based on the intent of the Williamson County Commission and the Board of Education and normal and accepted practices and procedures.

How Do I apply for continuation of coverage?

Upon notification of retirement, by you, to the Human Resource Department for Williamson County or the Board of Education, the Benefits Department will receive a Notification of Retirement Form regarding your upcoming retirement. This form will have all the pertinent information regarding your employment history with Williamson County Government or the Board of Education.

Enrollment

Once approval for continuation of medical benefits has been determined, the retiree will receive a Retirement Summary and Election Form. **The retiree will have 31 days from the date of the Retirement Summary and Election Form to complete and return the form to the Benefits Department for continuation of coverage.** Failure to do so will result in loss of eligibility and coverage except as required under COBRA guidelines.

Retiring employees have the option to continue only those benefits they were enrolled immediately prior to retirement.

A retired employee may change from dependent coverage to individual coverage or decline coverage at retirement. However, he/she may not change to dependent coverage once individual coverage has been selected. **Once coverage has been dropped you cannot re-enroll.**

Retired employees who become eligible for group medical insurance due to accepting employment with another employer will be provided secondary coverage under Williamson County Government and the Board of Education's plan. The new employer's insurance will be considered primary on all medical claims. Retired employees who are eligible for medical coverage through a spouse's employment are not subject to this restriction. Williamson County and the Board of Education's plan will continue to be their primary coverage and their spouse's plan will be their secondary coverage.

Those retirees that have accepted continuation of medical benefits will not forfeit their continuation of medical benefits by returning to service with Williamson County Government or the Board of Education as a full-time employee or County Official. Those individuals will be eligible for the same coverage they had at the time of their original retirement once they have completed their active service.

Retirees who continue medical benefits with Williamson County Government or the Board Education ***will be enrolled in the same insurance plan that they had while actively employed.*** The only exception would be if the retiree and/or their spouse are Medicare eligible at the time of retirement. See Medicare requirements below.

Retirees and/or retiree spouses (if enrolled in medical) must enroll in Medicare Part A & B at the time they are eligible. Medicare typically & automatically will enroll eligible enrollees in Part A & B about 3 months before their 65th birthday *if they are drawing Social Security*. Retirees and/or retiree spouses are required to give a copy of their Medicare card to the Williamson County Benefits Department. Failure to enroll in Medicare Parts A & B risks being disqualified for continued medical benefits under the Williamson County and the Board of Education plan and claims will not be paid by Williamson County. If you are retiring and you and/or your spouse are already age 65 or over, contact Medicare to let them know that you need to enroll in Medicare Part A & B. The phone number is 1-800-MEDICARE. Retirees and/or spouses will have a choice to enroll in either the HealthSpring HMO Medicare Advantage Plan **or** the Humana PPO Medicare Advantage Plan. You have the option to decline either of these programs, but if coverage is declined, you are no longer eligible for medical and prescription coverage under the Williamson County Retiree Program. You will not be allowed to re-enroll at a later time. Both the HealthSpring and Humana plans manage your Medicare A, B & Part D prescription coverage as well as your Williamson County Supplemental coverage. Medicare Part B premiums must still be paid to Social Security. They will in turn provide these funds to either HealthSpring or Humana to manage your Medicare A & B. The HealthSpring ID card **or** the Humana ID card is the only card you will show to the doctor, hospital or pharmacy.

Effective January 1, 2011, the Social Security Act was amended to establish an income related monthly adjustment amount under the Part D program (Part D-IRMAA). The Part D – IRMAA is an amount added to the monthly Part D premium for individuals whose modified adjusted gross income (MAGI) exceeds certain threshold amounts.

The Social Security Administration (SSA) determines which beneficiaries enrolled in the Medicare prescription drug program will be assessed the Part D-IRMAA.

If Your Yearly Income in 2010 was		You pay
File Individual Tax Return	File Joint Tax Return	
\$85,000 or less	\$170,000 or less	Your Plan Premium
above \$85,000 up to \$107,000	above \$170,000 up to \$214,000	\$11.60 + Your Plan Premium
above \$107,000 up to \$160,000	above \$214,000 up to \$320,000	\$29.90 + Your Plan Premium
above \$160,000 up to \$214,000	above \$320,000 up to \$428,000	\$48.30 + Your Plan Premium
above \$214,000	above \$428,000	\$66.60 + Your Plan Premium

Once SSA makes this determination, it will provide each identified beneficiary with a written notice that includes:

- the amount of the Part D-IRMAA
- what information was used by SSA to make the determination
- how to request a review of the Part D-IRMAA determination

In general, the Part D – IRMAA will be paid through premium withholding from monthly Social Security benefit payments. However, in cases where a beneficiary's monthly benefit amount is not sufficient to pay the Part D – IRMAA or the individual is not receiving Social Security benefits, SSA will enter into agreements with CMS, the Office of Personnel Management (OPM), and the Railroad Retirement Board (RRB) to allow the respective Agencies to bill enrollees directly for the Part D -IRMAA.

Premiums

Williamson County Government and the Board of Education retirees are required to pay 20% of the premium cost for Medical and Dental coverage. Williamson County and the Board of Education will provide the remaining 80%, based upon availability of funding. For continuation of Vision and Life Insurance, the retiree will pay 100% of premium cost.

Retiree premiums are to be paid by monthly bank draft. A Bank Draft Authorization Form will be mailed with the Retirement Summary and Election Form. It is to be completed & returned to the Benefits Department with the Election Form. Payment shall remain current to the month of coverage. Failure to make timely payments of premiums could result in a loss of coverage.

Please note: TCRS does **not** deduct premiums from your pension check.

Life Insurance

As an active employee, Williamson County Government and the Board of Education provided a group life insurance policy free of charge in the amount of \$30,000. You may continue this life insurance coverage at retirement. Retirees will pay 100% of the life insurance premiums and may only carry coverage in the amount of \$15,000 up to the age of 65. At age 65, the value of the policy and premiums will decrease 35%, and will continue to decrease 35% every 5 years thereafter. See table below:

At Retirement:

AGE	PREMIUM	VALUE
To Age 64	\$15.15	\$15,000
65-69	\$9.84	\$9,750
70-74	\$6.36	\$6,300
75-79	\$4.24	\$4,200
80+	\$2.73	\$2,700

If you are enrolled in any voluntary programs that (i.e., Supplemental Life, Aflac, Cancer, Major Illness, etc) and you wish to continue them by converting to individual policies, please contact The Drury Group at 615-628-3382 or e-mail charles@drurygroup.com within 60 days of your last day of employment. Otherwise these policies will automatically terminate.

For information on your TCRS pension, contact them at (615)741-1971 or www.treasury.state.tn.us/tcrs.

Disclaimer:

All benefits and premiums in effect at the time of retirement are subject to change based on the plan document and funding.

For further information regarding continuation of medical benefits at retirement, please contact

Laurie Gulan

Retiree Coordinator

Williamson County Benefits Department

(615)591-8506

laurieg1@wcs.edu for Board of Education employees,

laurieg@williamson-tn.org for Williamson County Government employees